Academic and Professional Work Experience

Texas State University, McCoy College of Business, San Marcos, TX
- Assistant Professor, August 2024 to Present

PricewaterhouseCoopers LLP, Las Vegas, NV
- Assurance, August 2016 to July 2019

Education and Certification

Indiana University, Kelley School of Business, Bloomington, IN
- Ph.D., Business with a track in Accounting (Minor: Psychology), 2024
- Master of Business, Accounting, 2022

University of Nevada, Reno, NV
- Bachelor's of Science in Business Administration, Accounting, 2016

Certified Public Accountant (CPA), State of Nevada, 2018

Research Interests

Managerial accounting and control, incentive contracting, employee motivation, managerial reporting, group dynamics, social psychology, and experimental economics.

Working Papers

How Do Reference Group Size and Relative Performance Incentives Affect Employee Effort? (Dissertation)
- Committee: Geoff Sprinkle and Lori Bhaskar (co-chairs), Jason Brown, Joe Burke, and Ed Hirt.
- Preparing for submission to *The Accounting Review*.

How Do Group Size and Group Relative Performance Information Affect Managerial Reporting? (with Lori Bhaskar, Geoff Sprinkle, and Dan Way)
- *Outstanding Paper Award* winner – 2023 AAA Management Accounting Section Midyear Meeting.
- Preparing for submission to *Accounting, Organizations and Society.*

Projects in Process

The Effects of Productivity Versus Efficiency Incentives on Budgetary Slack Creation. (with Jake Andrassy, Jason Brown, and Ashley Sauciuc)
- Experimental design stage.

The Effects of Employee Charitable Giving and Employee Contribution Information on Workplace Cooperation. (with Eric Chan and Kyle Mao)
- Experimental design stage.

Teaching Experience

Indiana University, Kelley School of Business, Bloomington, IN

- *Associate Instructor*, Management Accounting & Analysis (A306), Spring 2022
  - Rating: 6.4/7.0
- *Associate Instructor*, Introduction to Financial Accounting (A201), Spring 2021
  - Rating: 6.6/7.0

University of Nevada, Reno, NV

- *Supplemental Instruction Leader*, Intermediate Financial Accounting I (A401), Fall 2015 & Spring 2016
- *Supplemental Instruction Leader*, Introduction to Managerial Accounting (A202), Fall 2014 & Spring 2015

Conference Presentations and Discussions

2023. AAA Accounting PhD Rookie Recruiting and Research Camp, Dallas, TX. "How Do Reference Group Size and Relative Performance Incentives Affect Employee Effort?"
2023. Journal of Management Accounting Research (JMAR) Rookie Camp, Virtual. "How Do Reference Group Size and Relative Performance Incentives Affect Employee Effort?"
2023. AAA Accounting Behavior and Organizations (ABO) Research Conference, Pittsburgh, PA. Discussant.
2023. AAA Annual Meeting, Denver, CO. Discussant.
2022. AAA ABO Research Conference, Phoenix, AZ. "How Do Group Size and Group Relative Performance Information Affect Managerial Reporting?"

Workshop Presentations

2024. Western University (Ivey), London, Ontario, Canada.
2024. Texas State University (McCoy), San Marcos, Texas, USA.
2024. University of Pittsburgh (Katz), Pittsburgh, Pennsylvania, USA.

Academic Service

Reviewer, MAS Midyear Conference, 2024
Reviewer, ABO Research Conference, 2023, 2024
Reviewer, AAA Annual Meeting, 2023
Internal Service – Indiana University

- Doctoral Student Association, Board Member (2020 – present)
- Doctoral Student Association, President (2022 – 2023)
- Doctoral Policy Committee, Student Representative (2021 – 2022)
- The PhD Project, IU Student Representative (2021 – 2022)

Conferences Attended

AAA Management Accounting Section (MAS) Midyear Conference, Orlando, FL, 2024
Kelley Accounting Research Symposium, Bloomington, IN, 2023
AAA Accounting Behavior and Organizations (ABO) Research Conference, Pittsburgh, PA, 2023
AAA Annual Meeting, Denver, CO, 2023
AAA MAS Midyear Conference, Atlanta, GA, 2023
AAA ABO Midyear Conference, Phoenix, AZ, 2022
Kelley Accounting Research Symposium, Bloomington, IN, 2022
ESI Visiting Graduate Student Workshop in Experimental Economics, Orange, CA, 2022
AAA MAS Midyear Conference, Virtual, 2022
Conference on Financial Economics and Accounting, Bloomington, IN, 2021
Palmetto Symposium on Experimental Accounting Research, Virtual, 2021
AAA Auditing Section Midyear Conference, Virtual, 2021
AAA MAS Midyear Conference, Virtual, 2021
AAA ABO Research Conference, Virtual, 2020
AAA Auditing Section Midyear Conference, Houston, TX, 2020

Honors and Awards

Outstanding Paper Award (with Lori Bhaskar, Dan Way, and Geoff Sprinkle), AAA Management Accounting Section, 2023
AICPA Accounting Doctoral Scholar, 2019